

MISSOURI STATE BOARD OF EDUCATION AGENDA ITEM:		October 2017	
REPORT ON EDUCATOR EVALUATION			
STATUTORY AUTHORITY:		<input type="checkbox"/> Consent Item <input type="checkbox"/> Action Item <input checked="" type="checkbox"/> Report Item	
Section 161.092, 161.380.22, and 168.128, RSMo			
STRATEGIC PRIORITY Teachers and Leaders – Prepare, develop and support educators to ensure an effective teacher in every classroom and an effective leader in every school.			
SUMMARY The seven Essential Principles of Effective Evaluation, based on research for how to grow the performance of teachers and leaders, established requirements for the evaluation of educators for all public school districts and charter schools. This is the fifth year that data have been collected on school district and charter school alignment of their local evaluation process to these principles. One hundred percent of Missouri’s school districts and charter schools provided data to the Department about the process used to evaluate educators and its alignment to the Essential Principles of Effective Evaluation. This presentation provides an overview of the data submitted in June 2017.			
PRESENTER Paul Katnik, Assistant Commissioner, Office of Educator Quality, will assist in the presentation and discussion of this agenda item.			



Report on Educator Evaluation

October 2017

Missouri Department
of Elementary and Secondary Education

Why does this matter?

- An effective evaluation system helps teachers teach better
- Students learn more when teachers teach better
- Effective evaluation systems operate based on research (Seven Essential Principles of Effective Evaluation)



Seven Essential Principles

Principle 1: Research-Based Evaluation

Principle 2: Differentiated Rating Levels

Principle 3: Probationary Period

Principle 4: Student Academic Growth*

Principle 5: Meaningful Feedback

Principle 6: Evaluator Training

Principle 7: Use of Evaluation Results

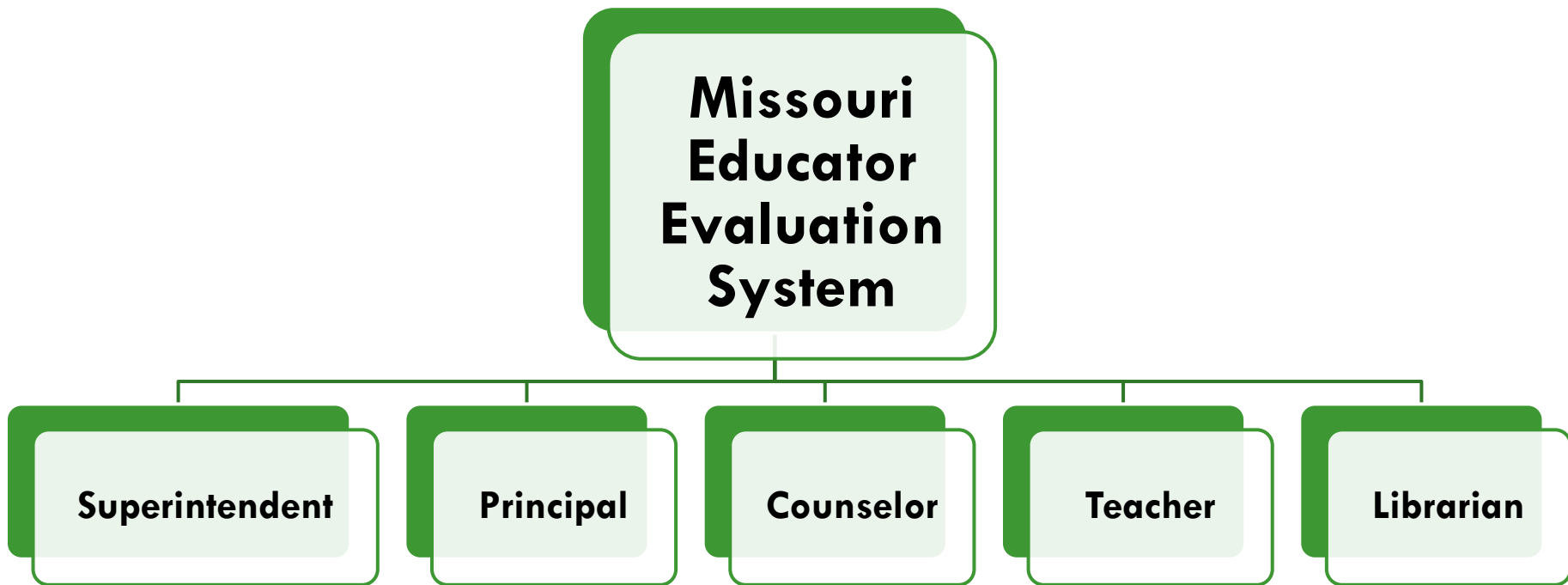
**Full alignment required spring 2017*



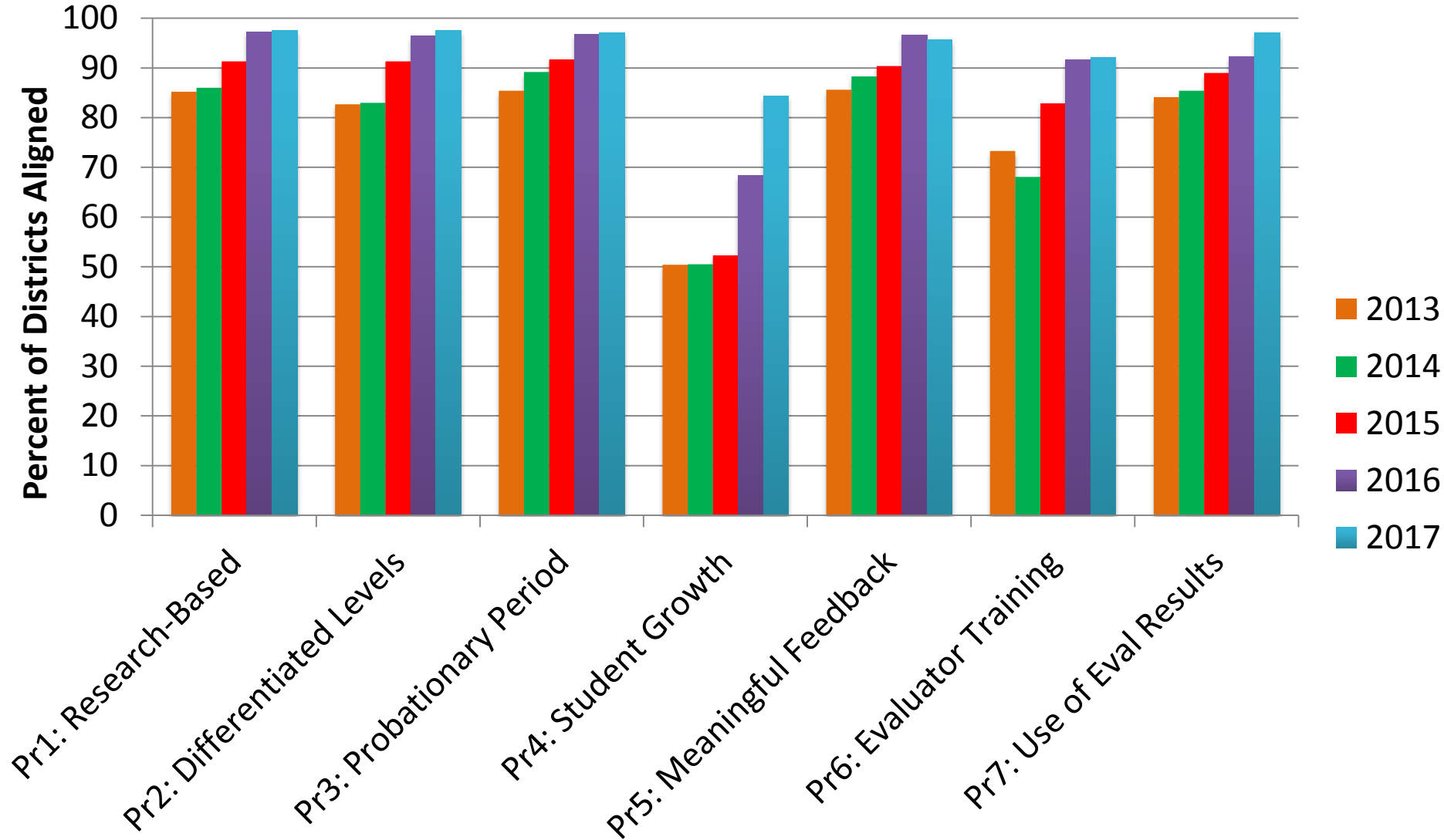
Evaluation Models in Use

Evaluation Model	% of Schools 2015	% of Schools 2016	% of Schools 2017	Change 2016 to 2017
MISSOURI MODEL EVALUATION	24.5	15.6	14.6	-1.0
REVISED MISSOURI MODEL	12.9	26.3	27.8	+1.5
NEE MODEL (MU)	41.3	34.3	34.5	+0.2
MARZANO MODEL	1.5	2.1	2.1	0.0
DANIELSON MODEL	1.8	3.5	3.1	-0.4
DISTRICT MODEL USING MO STANDARDS	12.7	12.0	11.2	-0.8
DISTRICT MODEL USING DISTRICT STANDARDS	4.2	4.5	5.2	+0.7
OTHER	1.5	1.3	1.4	+0.1
NO EVALUATION SYSTEM	0.2	0.1	0.1	0.0

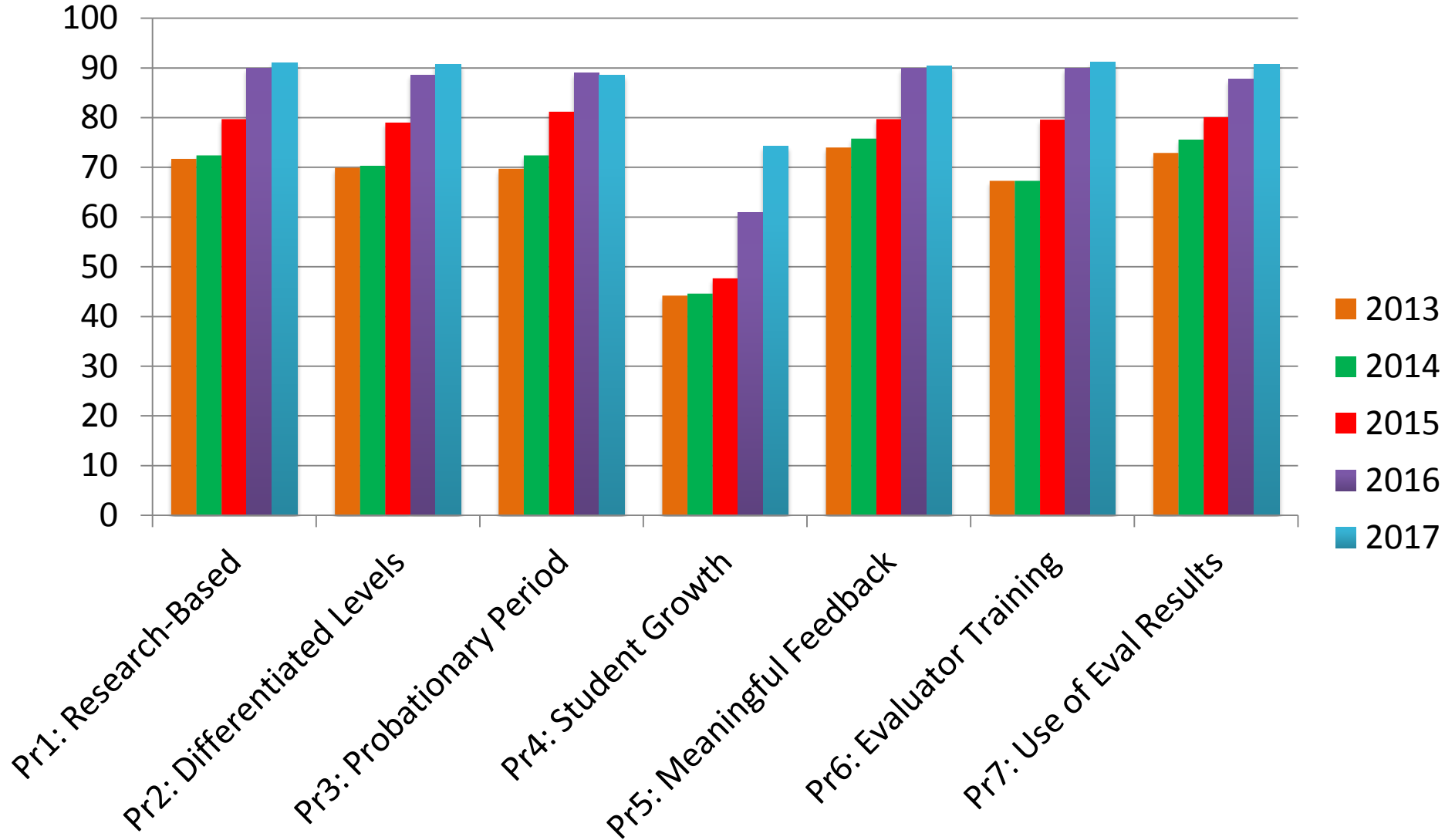
Educator Evaluation System Tools



Teacher Evaluation Alignment

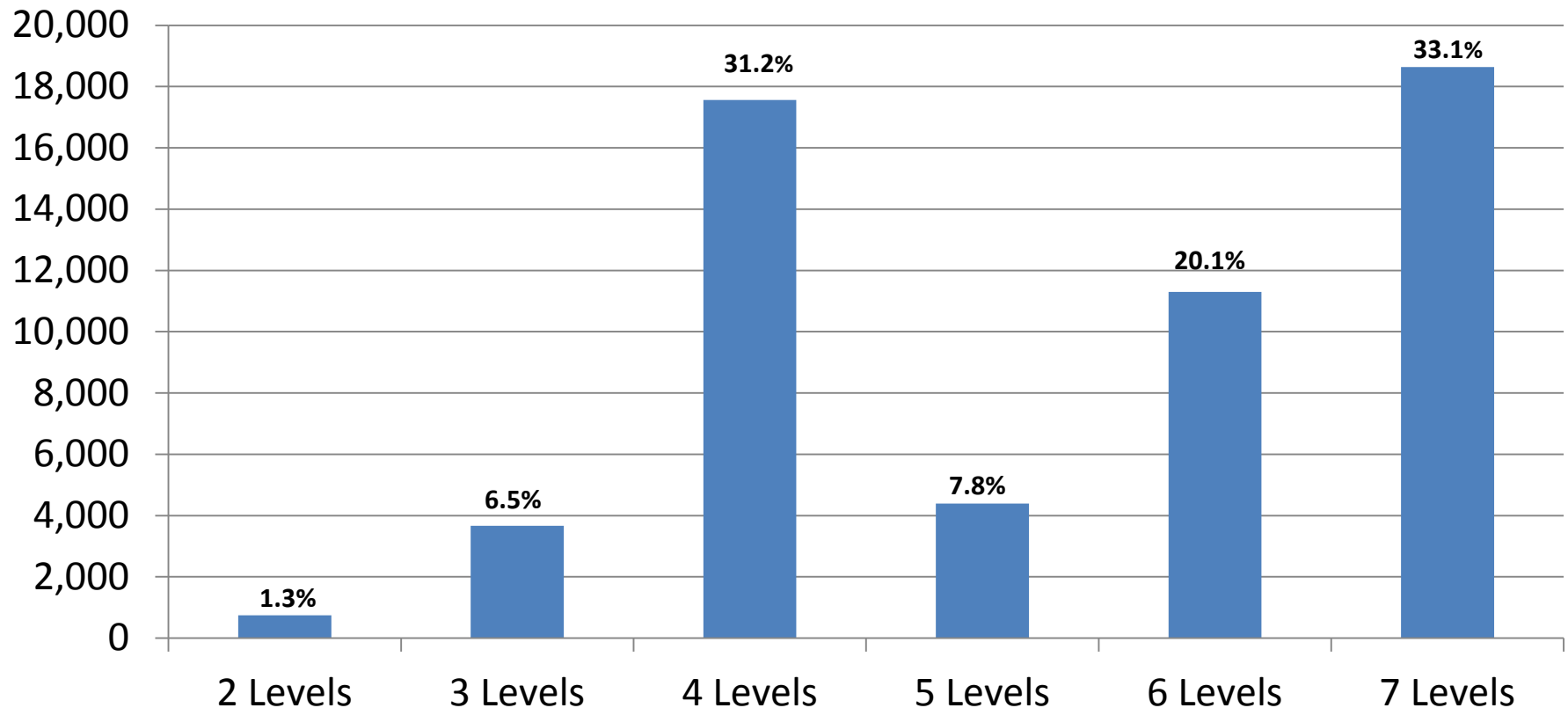


Principal Evaluation Alignment

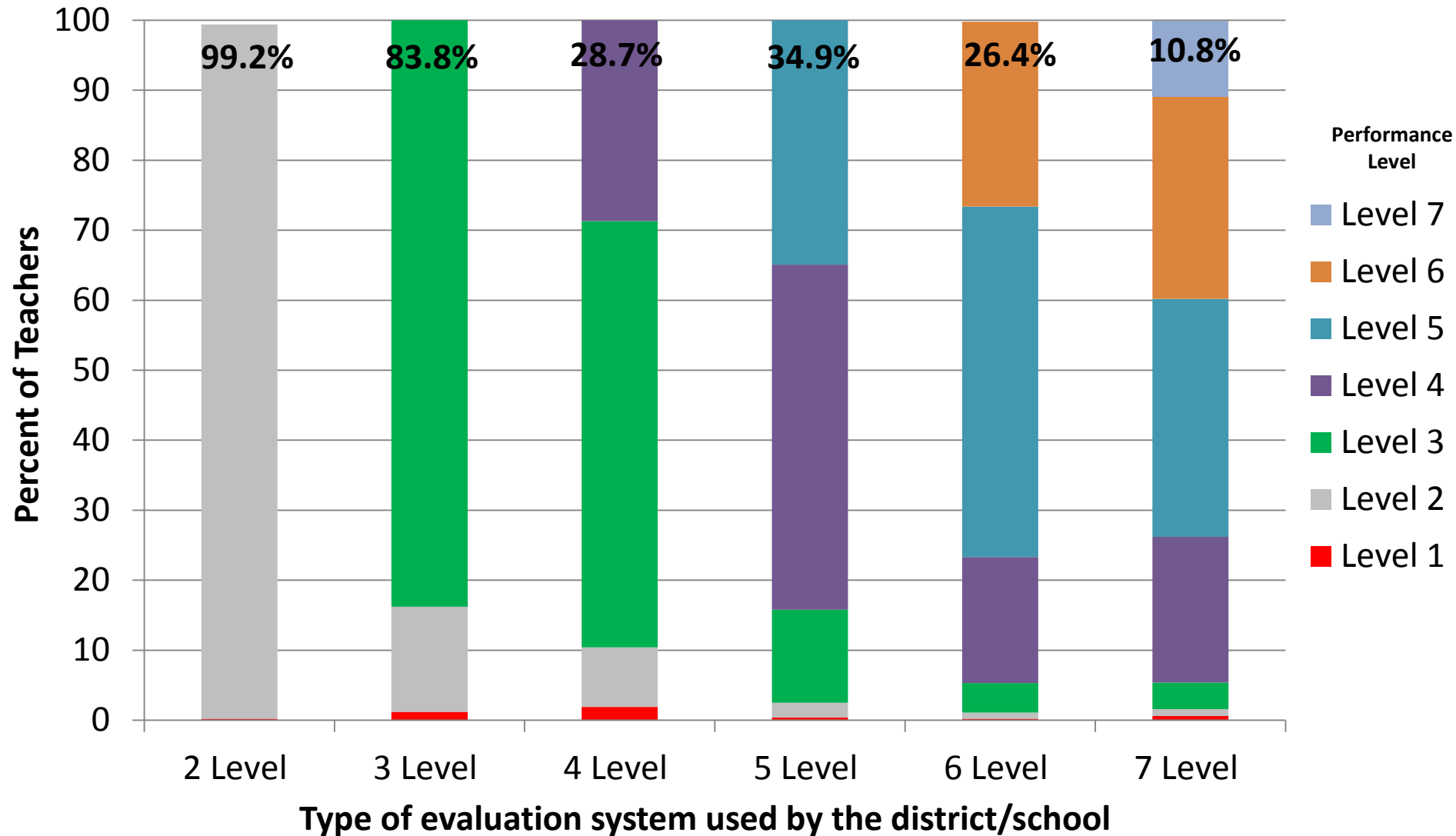


Teacher Evaluation Performance Levels

**Percent/Number of teachers evaluated
2 - 7 performance levels**

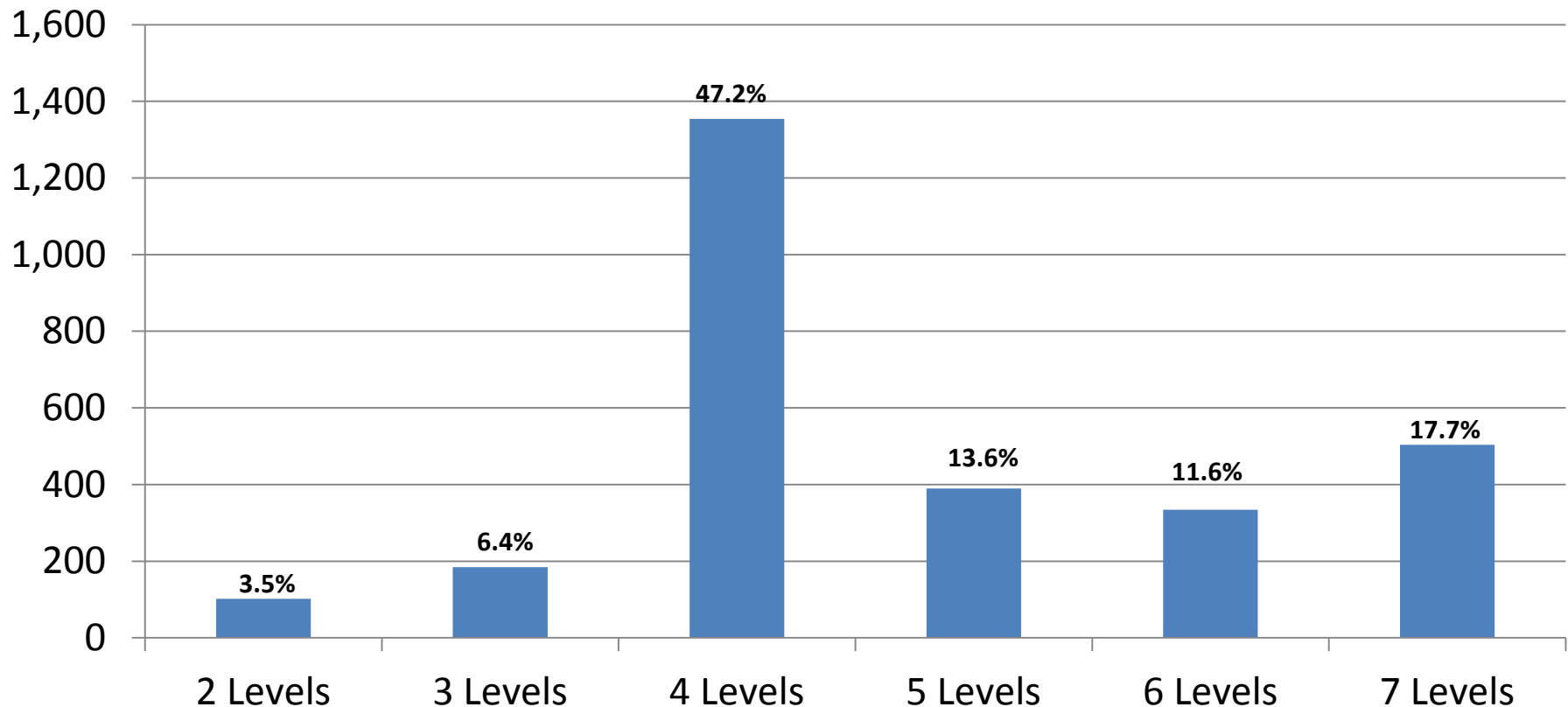


Teachers Ratings by Level

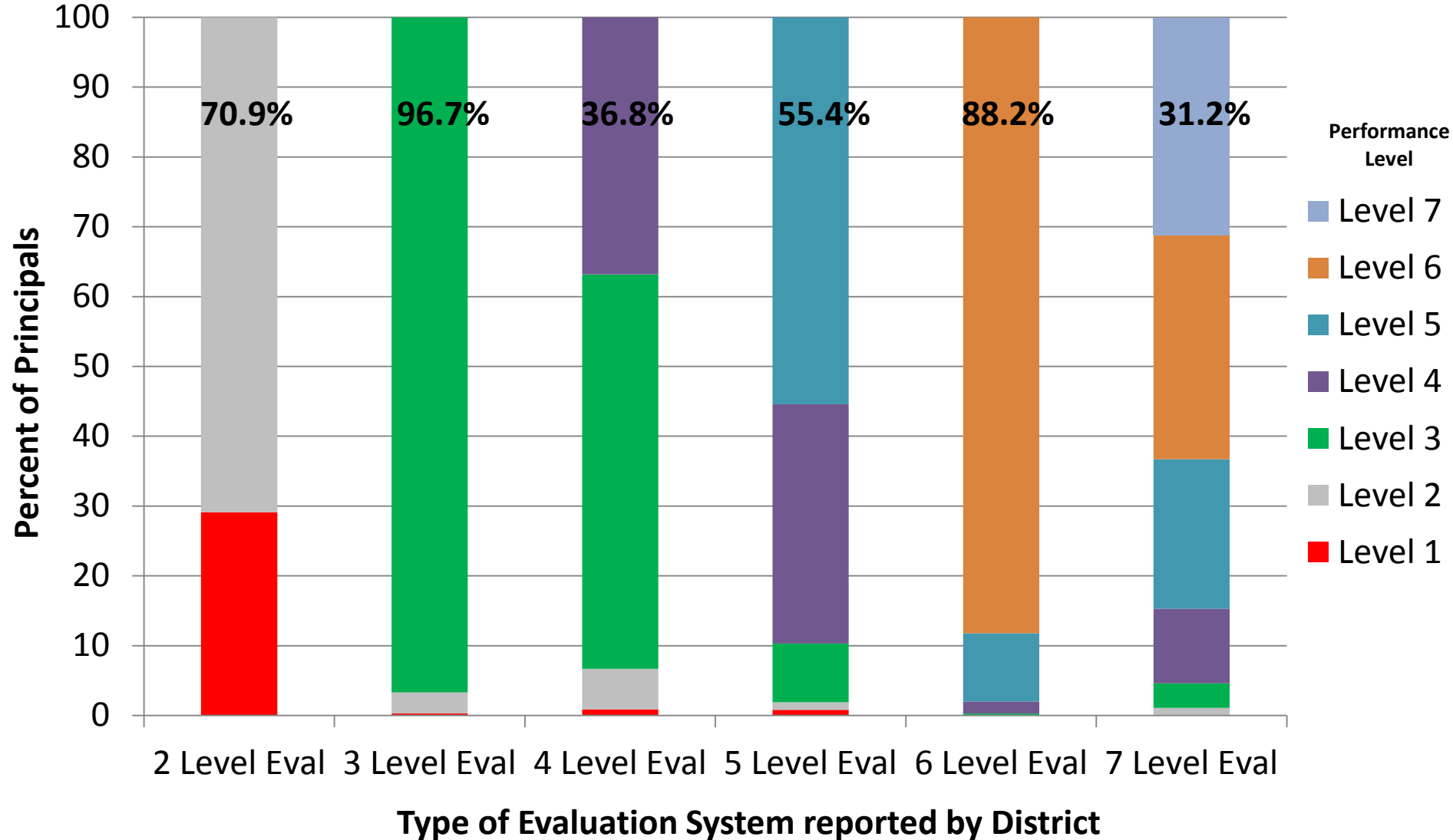


Principal Evaluation Performance Levels

**Percent/Number of Principals evaluated
2 - 7 performance levels**



Principal Ratings by Level



What does this data mean?

- Over 75% of Missouri schools adopted the state model, revised the state model, or use the MU model (NEE).
 - Support for new teachers
 - Regular observations
 - Meaningful feedback
- Nearly 90% use the same standards for teacher and leader performance
 - Common language and expectations
 - Process to improve teacher practice
- Nearly 85% include measures of student growth
 - All content areas
 - All grade levels

